

**THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE  
PROGRAMS AND AFFECTIVE COMMITMENT AMONG RANK  
& FILES EMPLOYEES OF USIMA GROUP OF COMPANIES  
SDN. BHD**

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## **ABSTRACT**

The purpose of this study was to identify the relationship between work-life balance programs and affective commitment among rank & files employees. The conceptual framework for this study was based on model of Lazarova (2004) shown in Chapter 2, Figure 2.1. In the beginning of this study, convenience sampling was used as the sampling technique. The respondents are rank & files employees from the ones of private company in Kedah. The study generated 100 % response rate from 100 respondents. The result shows that work life balance programs have significant relationship towards affective commitment.

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## CHAPTER 1

### INTRODUCTION

#### 1.1 Background of the Study

Studies shows an increased of organizational commitment as a workplace construct. According to Meyer, Stanley, Herscovitch and Topolytsky (2002) affective commitment was negatively correlated with absenteeism and work-family conflict, turnover and withdrawal cognition but positively correlated with organizational citizenship behavior and job performances in their meta-analysis. Affective commitment has shown to be the strongest correlation with desirable organizational outcomes, where the organization typically strives to foster affective commitment among the professional employees (Meyer & Allen, 1997). According to Stazyk, Edmunk, Pandey, and Wright (2011), the affective commitment was defined as an individual's attitude toward their organization, that consist of strong belief, willingness to exert considerable effort on behalf of the organization and acceptance of organizational goals. The goals that provide directions to employees that help connected employees to the organization.